

TDC COMPANY CONSTITUTION

2018-2019

I) NAME AND PURPOSE

- a) The official name of this organization shall be the Tanya's Dance Co. Company. In the body of this Constitution, "Company" will refer to Tanya's Dance Co. Company.
- b) All Team members' families are automatically members of the Tanya's Dance Co. Company.
- c) The purpose of this organization shall be to promote studio spirit, team-building, entertain at athletic events, special events, and compete with other teams of a similar nature, while working toward technical abilities. The first step to becoming a successful dancer is making a solid commitment to your classes, rehearsals, and performances.

II) SEASON

- a) The Company competition program is a privilege that dancers and their parents must appreciate and respect. Participation in the program is restricted to dancers who are ready to make achieving their personal best a priority. Being part of the Company is a commitment, not a hobby.
- b) The Company will be active year-round, with the "Attendance Policy" in effect from the current Formal Audition Date through the Formal Audition Date of the following year. Please note that this level of commitment will conflict with most sports seasons. It may also conflict with band, choir, drama, skating, and other studio events, etc. It is expected that team members place this as their first priority in extracurricular commitments. Summer technique classes are required for all company dancers with a 50% attendance policy.
- c) Optional activities will include, but are not limited to, the following events in which participation is very strongly recommended:
 - i) Dance Workshops – various throughout the year, MDAA, private workshops, etc. Dance training and skill development are stressed.
 - ii) National-level competitions—these events give the dancers experience performing in front of the best judges nationwide. It is an honor to represent the studio and a thrill to attain national ranking.
- d) All Company students are required to attend the Jump-Start Intensive held in August, in which they will begin learning their competition pieces. The TDC Ignite workshop, held in July, is also required for all Company dancers. Professional choreography will take place during the Ingite workshop week for certain groups. These groups will be determined after auditions. If they are unable to attend Ignite or the choreography sessions, dancers are required to take private lessons to learn all choreography they missed. Students who have missed the Jump-Start Intensive are required to take at least one 30-minute private lesson for each missed class. This includes the ballet classes missed during Intensive. Intensive fees have a 'max-out' where students who take multiple classes will not pay more than the 'max-out' amount. For students who take 4 classes or less, tuition will be \$15 per class. Attendance during the Intensive is taken in each class and tuition will be calculated for you at the end of the week by the office. Payment for Intensive is charged in full at the end of the week.

III) ELIGIBILITY

- a) All students entering 2nd grade and above (or referred by an instructor) are eligible to audition for membership in the Company, providing they meet all eligibility requirements contained in Article V.
- b) Everyone auditioning for the Company must be in good physical health and must have a signed Application and Permission Form prior to auditions.
- c) All candidates are expected to keep up academically and maintain Montana School Districts eligibility GPA.
- d) Prior members, who have voluntarily resigned or been placed on a “Leave of Absence” for medical or scholastic reasons, are eligible to audition for the next season's Company, as long as they meet all the requirements in Article V.
- e) Prior members, who have been dismissed from the Company, or who have resigned for reasons other than in Item (d), are ineligible to audition for the next season's Company.
- f) Any member who wishes to compete in a solo, duet, or trio in addition to their Company classes may schedule it through the studio. The choreography fee ranges from \$300-\$500 and there is also a private lesson fee of \$50 per 50 minute lesson in order to teach the choreography. Half of the choreography fee is due UPFRONT on the first lesson and the remainder is due upon completion of the choreography. Payment must be made by cash or check directly to the choreographer. Private lesson fees will be posted to individual accounts as they occur. Dancers will not be allowed to continue their private lessons if their accounts are not in good standing.
- g) With the approval of the studio Director, members can enter a student choreography piece for competition; however, only seniors will be permitted to perform one competition solo piece at the annual dance recital. All student choreography pieces must have the approval of the director and the routine must be of good quality in order to compete. Solos, duos/trios, specialty small groups will not perform at the regular ‘annual recital.’ There will be another performance time at the end of year for solos to perform.

IV) METHOD OF SELECTION/AUDITIONS

- a) All candidates will be taught dance combos in each style of dance. All skills will be performed for a panel of judges at the Formal Audition.
- b) Judges will use a standard score sheet and will score each candidate in several different categories based upon their dance abilities. A sample score sheet is available online to view ahead of time so dancers are able to see what is expected of them before auditions.
- c) The Director will select the judges for all auditions. The judges will include the Director and an unspecified number of qualified people with experience in each dance style being auditioned.
- d) If a student is unable to attend the Formal Audition, they may audition privately in front of a panel of judges and pay the private lesson fee. Make-up auditions must be completed immediately and it's the dancer's responsibility to contact the office to set up a time.
- e) Student's trying out for two or more styles will be guaranteed a spot on at least one of the three Companies. If the dancer's audition scores are not consistent across all styles, only their highest score will be considered for placement. Students only trying out for one style will NOT be guaranteed a spot on the competition team. If there is not a suitable group assembled for their age and skill level in that style, we cannot offer them a spot in the Company. We encourage all dancers to try out for all styles to greater their chances of making a team.
- f) Students trying out for all three companies are eligible to become a Diamond Company member. Diamond Company dancers must be well rounded in all four styles and will be given the opportunity to perform as a part of

the Diamond Company Line/Production (a competition piece/class that will be choreographed specifically for the Diamond Company dancers. Style will be determined by the Choreographer).

g) Instructors may invite certain dancers, who they see fit well together in a particular style, to compete with a small group. If a dancer receives an invite, they are not required to participate. The instructor will share the required guidelines and you can make the decision if you want to commit to participating. If they have also been contacted by a choreographer to do a solo, the solo takes priority over doing a small group piece.

h) If a student's progress changes from the time of auditions to the beginning of September, teachers may move a student to the appropriate level.

i) Students are not guaranteed to be placed in their current level. Students may be moved down a level if need be.

j) Summer technique classes are REQUIRED to stay in shape, stay flexible and to better guarantee holding your 'audition placement' in each discipline of dance style you plan to compete in and 50% attendance is required.

k) The judge's decisions in all auditions will be FINAL.

l) Parents need to refrain from discussing class placement issues with other parents or questioning instructors. No contact to instructor's personal phones, email, Facebook, etc. will be tolerated. Phone calls and emails will be handled during office hours the following week.

V) MEMBERSHIP

a) The member, and at least one parent/guardian, must sign the Application and Permission Form, accepting the Company Constitution prior to participating in this activity. Failure to complete the Application and Permission Form will automatically terminate Company membership.

b) TDC competition dancers will be referred to as Company members. There will be certain classes required with each Company style. Dancers may choose one, two or all three to audition for.

Hip Hop Company

Hip Hop
Hip Hop Mvmt & Tech
Ballet

Jazz/Lyrical Company

Jazz
Lyrical
Ballet
Leaps & Turns

Tap Company

Tap
Ballet

Diamond Company

Those dancers who make all Companies

c) All members MUST be enrolled in a ballet class at TDC in order to be in the Company. Ballet is taken 1-3 hours a week (depending on level). Clogging and Pointe are by invite only and an instructor must recommend a student for enrollment in these classes. Pre-Pointe is an additional class that any Competition dancer can add to get more ballet technique. Let the instructor know if a dancer is interested in these additional styles so they can help guide them on skills that need to be mastered in order to qualify.

d) Members must comply with all Company rules and regulations. Failure to do so will result in review of the infraction by the Director and possible dismissal from the Company.

e) In order to participate in any Company activity, each member must meet all their financial obligations to the Studio; specifically, all financial due dates must be promptly met. This includes costumes, competition fees, studio fees, etc. Failure to do so will immediately suspend the member's participation in the Company. All costumes will be held and dancer will not be allowed to compete until accounts are paid in full.

f) Each member, as well as their parent or guardian, is responsible for the entire payment of warm-ups, costumes, accessories, travel expenses and competition fees each new season, regardless of the term of membership. Once the order has been placed, the financial obligation is incurred. Failure to comply will be handled as in Item (e), above.

g) It is the responsibility of the member and his/her parents to completely read this Constitution prior to the Formal Auditions. Once the member and parent has signed the Application and Permission Form, he or she will be bound by these terms and requirements for one full year. Dancers must enroll for the Company classes by July 31st. The dancer has until September 1st to drop Company classes. After this date you will still be held responsible for payment for the year for the dropped class(es).

h) If a Company member is disrupting team harmony, a student may be dismissed from the Company at any time if the Director & Instructors deem necessary.

i) Required competition parent meetings are held the week prior to each competition and the meeting dates are scheduled in November. Failure for a parent to attend required meetings may result in possible dismissal from the Company.

VI) LEADERSHIP GROUP

a) The leadership for the Company will be provided through the following positions:

i) Director: The Director will be responsible for the management and training of the instructors.

ii) Instructors: The Instructors will be responsible for the training of dancers, routine construction, and safety of the Company; as well as keeping record of absences.

VII) MEDICAL SITUATIONS

a) All attempts will be made to avoid any possible injuries to Company members, however, the studio nor its employees accept any financial or legal responsibility should any injury occur.

b) Members who have indicated a need for special protective equipment and/or special medicine for illnesses/allergies MUST HAVE THE APPROPRIATE MEDICATION AND EQUIPMENT WITH THEM AT ALL TIMES! Tanya's Dance Co. cannot administer any over the counter or prescription medications to its members at anytime.

c) Any change of a medical nature to the member's health should be reported to the Director immediately! A note is needed for 'movement restrictions.' If a note is not shown to the instructor, dancers will be asked to participate in class/performances. Instructors need a signed physician's note to better monitor injuries.

d) Any change in the member's insurance or emergency contact information should be reported to the Director or office staff immediately.

e) Any member who repeatedly requests to 'sit out' of any practice or performance will be required to seek medical treatment for the problem. A note from the physician, as well as the parent specifying the problem is required and a doctor's note will be required before the member can continue to practice/perform.

f) Any absences caused by the above policy will be addressed as defined by Article X.

g) The member's ability to perform any routine may be affected by the above policy. The member will be evaluated according to Article VIII. Too many medical absences/abusing injuries to 'sit out' of class(es) may result in removal from the Company and or performances.

h) Any member that cannot finish out the dance year due to medical issues are still expected to be an active member of the team for the remainder of the year in order to be eligible to audition for the following competitive season.

VIII) **PRACTICES AND PERFORMANCES**

a) Practices

Practices during the year are at scheduled times for each style of dance a member participates in.

i) Extra practice sessions may be scheduled by the Director, or Instructor, by giving at least 24 hours advance notice. E-mail needs to be checked on a regular basis as a majority of these notices will be delivered via e-mail. If an extra practice is missed, the dancer may need to schedule a private lesson to make up what was missed while incurring the private lesson fee.

Attendance will be recorded for these extra sessions. If sessions are scheduled with less than 24 hours notice, attendance is very strongly urged, but Attendance and Demerits (see Article X) will not be enforced. All Company rules will always be in force regardless of notice time.

ii) Members will arrive at practice dressed in proper dance attire and appropriate shoes. Hair must be pulled back and secured off the face with bobby pins, clips, headband, etc.

iii) Members must have these items at all practices: Company Notebook (especially if dancer is sitting out) and a filled water bottle (minimum 32 ounces). Each member is responsible for their own water, hair ties, snacks, band aids, tape, sewing kit, etc. Videotaping is highly encouraged for personal use (not to be posted on YouTube!).

iv) All jewelry must be removed during practice except stud earrings and a watch. All jewelry must be removed during performances except performance jewelry which may be designated.

v) Practice will begin and end promptly at the stated time. If class time runs over scheduled time, dancers are free to leave if they need to without being reprimanded. Just let the instructor know you need to leave and you are excused.

vi) Members are to depart the area as promptly as possible when class is dismissed. Please be considerate and remember the staff is not here to watch and wait for children to be picked up. Students are prohibited from tumbling and/or running around being loud and disruptive between classes.

vii) Extra rehearsals are generally scheduled for Fridays, Saturdays or Sundays. Extra rehearsals count towards the 85% attendance policy in order to compete. If you want to be in extra pieces or special groups, you must be able to rehearse on weekends.

b) Performances

i) The Company will perform at Competitions, Basketball half-time shows (alternating between the Boys and Girls games) and other special events as they come up.

ii) The goal of the Company is to attend three in-state competitions, one out-of-state competition and one out-of-state workshop (JUMP, NUVO or 24 Seven, etc.). If the group wants to attend another in-state competition as a company, it will be determined by a majority vote. The potential of Nationals may also be added.

- iii) Each member must show they have mastered each routine in order to perform or compete. The week prior to registration fees being due for each competition will be an evaluation class for all competition classes. Any cuts deemed necessary by the instructor will be made at that time.
- (iv) Members will conform to the Belgrade/Bozeman School Districts requirements with regards to attendance. If a member is not in school the day of an event, the member will not be allowed to perform or participate in class.
- (v) If any routine involves the use of props, it is the responsibility of the dancers' family to work with the instructor in arranging transportation of the props to all competitions and recital.
- (vi) Students doing solos, duos/trios or additional classes are welcome to attend additional competitions not attended by the entire Company only if the choreographer will be present for that competition. Some choreographers may require their students to attend extra competitions if they commit to working with that dancer and any routines must be registered under TDC (not as an independent). Additional competition dates will be provided in the Survival Guide and it is your responsibility to notify the office and Director at least 45 days in advance of the competition date so we are able to get students and routines registered before the closing date and collect fees. When notifying the office of your plans to attend additional competitions, it is assumed you have already discussed it with your choreographer. If you register without consulting your choreographer first the choreographer has the option to pull the routine from that specific competition without a refund. ALL competition fees are due before we can submit your dancer's registration.

IX) CONDUCT

- a) While wearing a uniform (including jackets and ANYTHING bearing the Studio name), members represent Tanya's Dance Co. and are expected to conduct themselves according to policies, rules and guidelines.
- b) Good sportsmanship is a MUST and is required and enforced at all times by both students and families!!! Any type of poor sportsmanship displayed by any member or parent may lead to dismissal from the Company.

X) ABSENTEE SYSTEM/DEMERITS

- a) **Absentee System**
 - i) There are no 'excused' and 'unexcused' absences. All days missed are considered 'personal' days & affects their Perfect Attendance Record. (This includes Nutcracker, Missoula Children's Theater, Choir Concerts, School Plays, etc.)
 - ii) Each member must be present at their enrolled class 85% of the time in order to compete. This includes their Ballet and technique classes (Hip Hop Mvmt & Tech, Leaps & Turns). The member's attendance will be kept on file and private lessons are required if they fall below the 85 % in any class in order to compete.
 - iii) A 'Leave of Absence' for any reason involving other extra-curricular activities will not be granted. By becoming part of the Company, each member is making a commitment to the team and is expected to place this commitment before additional activities.
 - iv) An absence due to requirements of an academic class in which a grade is given will be considered excused, however, it will affect their Perfect Attendance Record.

- v) Students must be present at their classes two weeks prior to each competition. If a student misses one of these classes for ANY reason the student will not be allowed to compete at that subsequent competition. The competition does not issue any refunds. Students must also participate in the Showcase, held in February, in order to compete.
- vi) Families will be notified via email if their dancer's attendance record is in jeopardy; if the student is in jeopardy (falling below 85% attendance), it is THEIR responsibility to inquire and arrange a private lesson at least three weeks prior to competition (refer to eligibility.) If a private lesson has not been arranged by then, the student will be pulled from that specific routine prior to the upcoming competition.
- vii) Mandatory company meetings are scheduled throughout the year. The dates are given in November and arrangements need to be made for a parent of the company dancer to attend to get the necessary information.

b) Tardiness Policy

- i) Time is of the essence! Members should plan on arriving 10 minutes early to all activities in order to avoid the possibility of tardiness.
- ii) When tardiness occurs, the following penalties will be charged:
 - a) .01 - 10 minutes late = Student will be required to stretch out on their own
(1 demerit given)
 - b) 11 minutes or more = Student will be asked to sit out and not participate; they need to stay and take notes.
(2 demerits given)
- iii) It is the member's duty to be on time. If you rely on others, you must make sure they are reliable, or you will suffer the penalty. Car pools BEWARE!!!! You must be responsible for yourself.
- iv) Special circumstances will be granted for unavoidable incidents such as, but not limited to: accidents, acts of nature, and large animals with a death wish.
- v) Members will not be penalized for any tardiness caused by attending official tutoring (paid) sessions as long as they occur only once a week and are for 30 minutes or less. A note signed by the member's parent must be on file specifying the session time and dates for which the member will be tardy. If a note is not on file, the previous tardy policy will be in effect.
- vi) Members will not be penalized for any tardiness caused by a doctor appointment for dance-related injuries. Dentist, eye or other medical related tardiness will not be excused. A note signed by the member's parent must be presented specifying the reason for which the member is tardy. If a note is not presented, the previous tardy policy will be in effect. Hair, nail or spa appointments are NOT excused.

c) Demerits

i) 1 Demerit will be given for the following minor infractions:

- a) Member failure to contact their assigned Instructor to arrange for private instruction after an absence or lateness.
- b) Eating in any costume without protective cover.

c) Inspection infractions, such as, but not limited to: Dirty clothing, body, hair, equipment; tights with runs; wearing jewelry; wearing nail/toe polish at performances; failure to have bag-check items, etc.

d) Talking after the request for SILENCE has been given by any Instructor or Director.

e) Talking during a performance.

f) Failure to contact the Director/Instructor as requested or to turn in any requested item by the deadline.

g) Wearing provocative clothing at practice or performance. (This is at the discretion of the instructor.)

h) Failure to remove jewelry during practice or performance.

i) Dress not appropriate for practice (such as remaining in school clothes; risqué clothing; inappropriate shoes; not wearing shoes on the practice floors etc.) or performance setting.

j) Hair not pinned away from face.

k) Failure to bring the proper equipment to practice, OR, leaving a piece of equipment at a practice. This includes notebooks, music, and any necessary equipment, apparel, attire, thera-bands, props, etc.

l) Tardy to class. (1 demerit given for being 1-10 minutes late and 2 demerits given for being 11 minutes or more late)

m) For each instance of leaving practice/performance early for any reason.

n) Failure to turn off cell phones or other distracting electronic devices.

o) Displays of poor attitude and negativity

p) Failure to wear studio warm-up (or other noted attire) for awards ceremonies or performances. (NO: Gum chewing, socks, hats, frilly skirts, toys, cell phones, iPads, iPods, sunglasses, etc. are allowed up on stage with dancers!)

q) Failure to attend a scheduled mandatory company meeting.

ii) Five Demerits will be given for each of the following:

a) Insubordination/Disrespect -- during school, practice or any event. This will be defined as, but not limited to, the following when directed at the Director, Team Members, Studio Administrators, Teaching staff, or any adult. Additional acts can be: Refusal to obey an order, 'talking back', arguing, use of inappropriate language, negative facials, use of hand/finger signs, poor attitude, etc.

b) Unsportsmanlike Conduct -- towards teammates, competitors, staff, or others outside the Company. This will be defined as any physical or verbal behavior whose intent is to make the receiver feel bad, or any action whose results are the same.

c) Failure to bring the proper equipment to performance, OR, leaving a piece of equipment at a performance. This includes notebooks, music, and any necessary equipment, apparel, attire, thera-bands, props, etc.

d) Failure to bring/wear the proper uniform to/at a performance OR leaving a part of the uniform at a performance. This will include ANY item that is specified as the required uniform-of-the-day. All uniform parts/pieces must be placed on a hanger and transported neatly within a garment bag. Apparel must be kept clean and presentable.

e) Wearing any part or piece of any team costume (clothing, shoes, hair pieces, etc.) at anytime other than a performance or appearance.

f) For each late arrival to performance due to any non- related medical/family situation.

g) For chewing gum during performance.

h) A mandatory performance or rehearsal missed by a current member who does not have a pre-approved waiver from the Director or Instructor.

i) Missing a regular class or scheduled rehearsal two weeks prior to any scheduled competition.

j) Inappropriate behavior or poor etiquette during ANY Tanya's Dance Co. related events. (Rehearsals, class, performances, parades, awards ceremonies, etc.)

k) Smoking, use of alcohol or drugs, or any sexual activity while wearing a Company uniform (as previously defined) and when involved in any Company activity. The Director will also follow any regulations concerning this type of violation. This includes if you are caught doing these actions on or away from the Tanya's Dance Co. facility.

l) Bringing team morale down by behavior that creates rumors, disharmony, or loss of faith with the current members. This includes, but is not limited to, comments regarding the ability level of teammates, the progress of routines, the status of membership, gossip that is intended to turn one member against the other, and actions whose intent is to create an insurrection. This rule also applies to parents and staff. Members need to be supportive and encouraging, not demeaning.

m) Any electronic communication (including, but not limited to: online journaling, instant messaging, emailing, photo posting, text messaging, and Facebook) that contains sensitive information about the members, team, or Tanya's Dance Co. Also included are Internet communications that are of a negative nature.

iii) Upon the receipt of the 5th Demerit, specific consequences will be determined by Director of the company depending on the severity of the action.

iv) Demerits will be kept track of by the office staff as reported by instructors.

v) Demerits can be worked off by completing necessary Company assignments. One demerit will be removed per task successfully performed. It is the member's responsibility to present a Demerit Removal Note to the Director that indicates the job performed and the date performed, unless the job was supervised by the Director or Instructor.

d) Unusual Discipline Problems

i) Each occurrence shall be reviewed by the Director and class Instructor and a penalty shall be decided.

ii) Any outburst outbursts amongst students or parents resulting in physical altercations will immediately be dismissed.

iii) Morality is defined by each member's parents; however, if there is a possibility of the reputation of the Company being negatively affected by a member or parent's actions, action will be taken to protect the Company. Dismissal from the Company is a possibility.

iv) The Director's decision is final.

- a) The Director or instructor will record each infraction, noting the date, reason, and penalty given. Each member will be required to 'sign' next to the notation. Any discrepancies are to be discussed with the Director or instructor AFTER the 'signature' has been given. Refusal to give a 'signature' will be considered an offense of Insubordination. All attempts will be made to obtain 'signatures' on the day of infraction; however, failure to obtain a 'signature' will not invalidate the penalty. It will stay on record with the Studio.
- b) The accumulation period for Demerits and Absences will be from the current Formal Audition Date through the Formal Audition Date of the next season.

XI) OUTSIDE CHOREOGRAPHY

- a) Students wishing to have an outside choreographer for additional routines are not guaranteed to perform their piece(s) at recital and/or specific competitions.
 - i) All routines, costumes and music must be approved by the Director before allowing outside choreography to represent the studio.
 - a) Choreographer must be a registered, independent contractor and must provide all necessary documentation to studio director. (Choreographers brought in by the studio are pre-approved)
 - b) Choreographer must sign a contract with the studio director allowing the routine to compete under the studio name
 - c) Choreographer must provide and cut their own music and grant access for TDC to use music selection.

XII) AWARDS

- a) Any scholarship/award received while registered as a TDC company dancer cannot be utilized by the dancer as an "independent" or with another studio.
- b) All Awards won by the Company shall be kept for display by Tanya's Dance Co. At the discretion of the Director, 'old' awards may be given to the students of the Company to which they correspond.
- c) All awards won by individuals of the Company are the property of the individuals and/or Instructor/Choreographer.
- d) Class awards for Tanya's Dance Co. will be presented to the members at the end of the year.
- e) Perfect Attendance awards are given to those who earn them.
- f) Teacher Awards are given to those whom the instructor feels should be recognized for one reason or another.

XIII) UNIFORM CARE

- a) Uniforms are to be transported to all events in a garment bag that clearly indicates the member's name and the routine name.

b) Uniform Cleaning:

- i) Spandex items are machine washable in COLD WATER. Hang to 'air dry'.
- ii) Sequin Uniforms are machine washable on GENTLE CYCLE, in COLD WATER, and ONLY if you turn the garment inside-out, zip it up (sleeves should be inside), place it in a mesh laundry bag or pillow case that is sealed (so it won't slip out during washing), and use a mild soap. Hang the washed garment 'right side out', folding it over a hanger at the waist or 'skirt-line'. AIR DRY!! Remember! Wash these garments sparingly -- the sequins are delicate and you will be responsible for the cost of replacement.
- iii) 'Slinky' uniform items may be washed in COLD WATER. Hang to 'air dry'. Use of a lingerie bag is recommended to prevent fraying.
- iv) Performance shoes should be cleaned and polished on an 'as-needed' basis and especially before a performance.

XIV) EQUIPMENT CARE

- a) Equipment is NEVER to be left unattended.

XV) PARENT/BOOSTER CLUB PARTICIPATION

We believe that children's success depends on the support of their parents or guardians. Because your commitment to the process makes an enormous difference, we encourage you to be a part of your child's dance education. Our programs rely on a positive atmosphere and educational experience for our faculty, students and their parents. Cooperation between all parents is expected. Showing respect-for other parents, the students, and the faculty-makes an important impression on the children. You are a role model for your child about how to interact with others in a professional setting. Encourage your child to be the best that he or she can be regardless of what others may achieve. Dance is an individual art form and children need to be allowed to achieve at a pace that's comfortable. No two students will progress at the same rate, even if they experience that exact same training. It's important to encourage children to focus on themselves, give their all, and be satisfied with their own accomplishments.

- a) All company members are encouraged to take part in the Booster Club.
- b) Parents are always welcome to attend the two observation days scheduled each year.
- c) Parents are encouraged to attend all performances and SUPPORT ALL TEAM MEMBERS!
- d) Parent /Dancer 'get-togethers' may be planned throughout the year on a volunteer basis. Although not required, they are highly encouraged for team-building.
- e) Each competition family will be required to sign up to help with one job at the end of the year Recital.
- f) Parents are requested to contact the Instructor first with any problems or concerns relating to a class or situation. If the situation is not resolved then they are asked to contact the Director.
- g) **PARENTS ARE CONSIDERED ADULT MEMBERS OF THIS COMPANY!**

XVI) AMENDMENTS TO CONSTITUTION

- a) Members/parents proposing an amendment to the Constitution may do so by submitting a written proposal (with your name on it) to the Director. Phone calls or e-mails will not be accepted. The proposal will be discussed by Director and Instructors. The Director will decide its outcome. If passed, the amendment will become effective immediately. The appropriate changes will be made to the Constitution in as timely a fashion as possible, and copies will be handed out to Company members.
- b) In the event a situation arises that requires an immediate amendment to the Constitution, the Director may do so if the Director feels it is in the best interest of the Company. These amendments will be put into effect immediately. The appropriate changes will be made to the Constitution in as timely a fashion as is possible, and copies will be handed out to Company members.

XVII) EXPENSES

- a) Each member will be responsible for their own expenses relating to competitions, costumes, workshops and travel expenses. There will be fundraising opportunities such as: Martinson's Candy, Butter Braids, Wreaths, Fun Pasta, etc., which members can participate in to earn money for their Accounts. Fundraising is optional and the TDC Booster Club provides several opportunities to participate.

Dancers whose accounts are not kept current and paid in full each month are not allowed to participate in competitions or performances and costumes will be held until account balances are paid in full.

- b) There is an additional studio charge of \$40 per student for each competition/workshop.
- c) Competition entry fees are due in the office by cash or check 6 weeks prior to the start date of the event. A credit card may be used with an additional 4% service fee.
- c) Company Accounts are coordinated by the Director. Money earned through fundraising will be applied to account balances and a credit may run on your account. There are no 'cash-outs'.

XVIII) UNIFORM REPLACEMENT COSTS

- a) In the event any uniform component or piece of equipment is lost or damaged beyond repair, the member is responsible to pay for its replacement. (If payment is not received, the cost will be issued via a Student Debt Slip that will freeze your account and not allow member to participate in class, competitions and/or performances).